

# Germantown Police Department



HONOR. DEDICATION. PRIDE. INTEGRITY.  
COURAGE. EMPATHY. RESPECT.  
EXCELLENCE. SERVICE. DIGNITY.  
PROTECT. DUTY. COMMITMENT.  
COOPERATION. PROFESSIONALISM.  
PERSEVERANCE. HONESTY. VALOR.  
RESPONSIBILITY. QUALITY. CHARACTER.  
KNOWLEDGE. SKILL. CONSIDERATION.

## 2008 Annual Report

## 2008 Annual Report

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## Dedication

The 2008 Annual Report is dedicated to the men and women of the Germantown Police Department in recognition of their dedication and commitment to providing the highest quality of service to the community. We are GPD!



# 2008 Annual Report



### City of Germantown—An Overview

#### Form of Government

In Tennessee, there are three major forms of local government: mayor-council, council-manager, and commission. The City of Germantown operates under a council-manager form of government, known as the Mayor and Board of Aldermen. The mayor is the chief administrative officer with oversight of day-to-day management assigned to an appointed city administrator. The mayor acts as the presiding officer of the board and ceremonial head of the City, exercising a mayoral vote only under the circumstances of a tie.

Mayor—Sharon Goldsworthy  
Alderman Position 1—Carole Hinely  
Alderman Position 2—John Drinnon  
Alderman Position 3—Mike Palazzolo  
Alderman Position 4—Mark Billingsley  
Alderman Position 5—Ernest Chism  
City Administrator—Patrick Lawton  
City Attorney—C. Thomas Cates

#### Population

In the early 1960s, the population of the city was just over 1,000. In the 1970s, the city experienced rapid growth and by 1980 the population was more than 20,000. The growth continued in the 1990s and today the population is approximately 42,000. The city is primarily residential in nature; there is continued growth in commercial development as well as growth of professional services, especially in the medical services area.

#### Boards and Commissions

The city has numerous boards and commissions, composed of citizen volunteers and appointed by the Board of Mayor and Aldermen. These citizen groups serve in an advisory capacity and assist the city staff and Board of Mayor and Aldermen to maintain the quality of life and high service levels enjoyed by all citizens. The police department participates on the Public Safety Education Commission in an advisory capacity.

#### Court System

Municipal Court handles traffic offenses, city code violations and arraignments for criminal offenses. The judicial process is conducted by two elected, part time judges, a part time prosecuting attorney, several part time assistant prosecutors and a full time five-person Court Clerk staff.

Judge—Division 1—Raymond S. Clift  
Judge—Division 2—Robert M. Brannon, Jr.  
City Prosecutor—Joe Lee Wyatt  
Assistant City Prosecutors—Mark B. Miesse, Gary R. Wilkinson, Emily Parker  
City Court Clerk—Janet Donnell

### Executive Summary

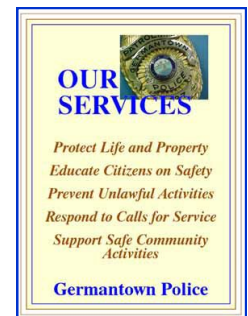
The Germantown Police Department is a professional, progressive law enforcement organization committed to serving the citizens of Germantown with excellence every day. The department is comprised of 86 full time officers and 18 full time public safety dispatchers. The department is supported by 3 full time civilian administrative staff. The department benefits from outstanding community support and civic involvement. This is evident by the dedicated volunteers of the Reserve Officer corps and the alumni of its Citizen Police Academy program.

The men and women of the Germantown Police Department are dedicated to providing quality police services to the community. Their commitment to excellence is reflected in the **Key Services**, **Goals** and **Values** emphasized by the department.

The **mission** of the Germantown Police Department is to maintain a peaceful and orderly environment that ensures the protection of life and property through equitable enforcement of laws, rapid response and community education.

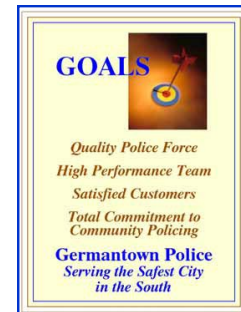
**Key Services** that the Germantown Police Department provides to the community:

- Protect Life and Property
- Educate Citizens
- Prevent Unlawful Activities
- Respond to Calls for Service
- Support Safe Community Activities and Events



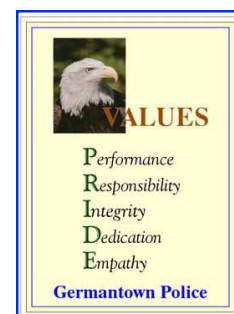
**Goals** of the Germantown Police Department

- Provide a Quality Workforce
- Establish a 'High Performance Team' Police Department
- Provide Customer Satisfaction
- Dedicate to Total Commitment to Community Policing
- Remain One of the Safest Cities in the Mid-South



**Values** of the Germantown Police Department are represented by the acronym **P.R.I.D.E.**

- P** – Performance
- R** – Responsibility
- I** – Integrity
- D** – Dedication
- E** – Empathy



### Police Administration

The administration of the police department rests with the Chief of Police and the appointed Command Staff. The Chief of Police and Command Staff set department strategy, prepare and manage the budget, manage the staffing function and perform other administrative duties, including performance measurement and statistical reports. The police department is organized into three divisions: Police Services, Uniform Patrol, and Investigations.

#### Chief of Police—Richard L. Hall



Chief Hall was appointed in January, 2002. Chief Hall began serving with the Germantown Police Department in October, 1985. Throughout his career he has served in various capacities and work units including Uniform Patrol, Investigations and SWAT. Chief Hall is a graduate of the University of Memphis, the Northwestern School of Police Staff and Command and the FBI National Academy.

#### Deputy Chief—Rodney A. Bright



Deputy Chief Bright was appointed to his position in October 2007. Prior to his appointment to Deputy Chief, he spent time as the commander of the Investigative Division, Police Services Division, the Uniform Patrol Division and SWAT team. Deputy Chief Bright is a graduate of the University of Memphis, the Northwestern School of Police Staff and Command and the FBI National Academy.

#### Division Commanders



Inspector Lee Covey  
Investigations



Inspector Frank Hester  
Uniform Patrol



Inspector Danny Payne  
Police Services

## 2008 Annual Report

### Personnel

The authorized strength of the Germantown Police Department is 86 officers, 18 public safety dispatchers, 30 reserve officers, 6 part-time crossing guards, 2 police chaplains, and 1 legal advisor.

### Full Time Staff

| Tenure       | Patrol    | Investigations | Command Staff | Police Services | Support  |
|--------------|-----------|----------------|---------------|-----------------|----------|
| 0-1 year     | 4         | 0              | 0             | 3               | 0        |
| 1-5 years    | 34        | 1              | 0             | 5               | 0        |
| 5-10 years   | 14        | 5              | 0             | 4               | 0        |
| 10-15years   | 2         | 5              | 3             | 5               | 2        |
| 15-20 years  | 3         | 0              | 2             | 0               | 1        |
| 20+ years    | 5         | 3              | 6             | 3               | 0        |
| <b>Total</b> | <b>62</b> | <b>14</b>      | <b>11</b>     | <b>20</b>       | <b>3</b> |

### Part Time and Voluntary Staff

| Tenure       | Reserves  | Crossing Guards | Chaplain | Legal Advisor |
|--------------|-----------|-----------------|----------|---------------|
| 0-1 year     | 0         | 1               | 0        | 0             |
| 1-5 years    | 21        | 4               | 2        | 0             |
| 5-10 years   | 3         | 0               | 0        | 1             |
| 10-15years   | 2         | 1               | 0        | 0             |
| 15-20 years  | 0         | 0               | 0        | 0             |
| 20+ years    | 0         | 0               | 0        | 0             |
| <b>Total</b> | <b>26</b> | <b>6</b>        | <b>2</b> | <b>1</b>      |

### Budget Overview

Captain Mike Berkes  
Logistics/Budget/Purchasing



| Category     | FY04                  | FY05                  | FY06                  | FY07                  | FY08                  |
|--------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Personnel    | \$6,335,502.00        | \$6,341,314.00        | \$7,012,574.00        | \$6,624,528.00        | \$7,724,326.00        |
| Other        | \$1,132,928.00        | \$1,288,215.00        | \$972,641.00          | \$1,346,676.00        | \$973,206.00          |
| <b>Total</b> | <b>\$7,468,430.00</b> | <b>\$7,629,529.00</b> | <b>\$7,985,215.00</b> | <b>\$7,971,204.00</b> | <b>\$8,697,532.00</b> |

### FBI National Academy Program



The FBI National Academy program is a ten week advanced law enforcement training program for law enforcement managers and executives. Selected personnel stay at the FBI Training Academy in Quantico, VA, and attend classes on advanced investigation methods, media relations, physical fitness, ethics, legal issues and other law enforcement topics. There are law enforcement professionals from each state as well as international students at each session. The department is fortunate to have had 17 current and former members selected to attend this prestigious program.

Graduates currently serving the City of Germantown:

Chief Richard L. Hall, 176th Session

Deputy Chief Rodney A. Bright, 221st Session

Captain Jodi W. Whitfield, 230th Session

Captain Alan L. Keller, 236th Session

### Northwestern School of Police Staff and Command

The School of Police Staff and Command is an intensive ten-week program that prepares law enforcement managers for senior positions by uniquely combining academic principles with practical applications. Because research is a key component of the SPSC, many times a student's research project comes directly from a timely and critical issue facing that student's agency. The knowledge gained can be put to use immediately. From the time it was launched in 1983, the SPSC has received enthusiastic response from executives and trainers throughout the country. A review of the course curriculum verifies its completeness and appropriateness for organizational and personal development.

Graduates currently serving the City of Germantown:

Chief Richard L. Hall, Class 127

Deputy Chief Rodney A. Bright, Class 114

Inspector Frank R. Hester, Class 163

Captain Robert J. Bradley, Class 163

Captain Alan L. Keller, Class 232

Captain Jodi W. Whitfield, Class 163

Captain Marc A. Molina, Class 232

Captain Michael W. Griffus, Class 256

Lieutenant Jack W. Antonuk, Class 256

Lieutenant Robert E. Jones, Class 274

Lieutenant Bruce D. Cannon, Class 163



### Southeastern Command and Leadership Academy

The Southeastern Command and Leadership Academy (SECLA) is a dynamic seven-week law enforcement leadership and management program designed for progressive and innovative police managers. SECLA prepares mid and upper level supervisory personnel for the increased responsibility of administrative command positions by providing them with the knowledge and skills necessary for successful leadership in their agency and community. The SECLA curriculum was developed by a team of national experts in the field of policing and is delivered by these same experts to ensure integrity of delivery. All instructors are seasoned law enforcement professionals, have earned a PhD in Criminal Justice or a related field, teach at a major university and have published related books or articles in peer-reviewed journals. The Curriculum covers current issues and information police administrators rely upon to adequately respond to the diverse demands of an executive position.

Graduates currently serving the City of Germantown:

Inspector Lee Covey, 5th Session

Captain Michael Berkes, 7th Session

Lieutenant Carole Lewis, 7th Session



## 2008 Annual Report

### Chief's Awards

Each year, the chief of police selects the “Chief’s Award” recipients for officers, dispatchers and reserve officers. These employees are recognized for their quality work performance and commitment to excellence. The department is proud of the 2008 Chief’s Award recipients.



Nichlas Louis  
Police Officer of the Year



Sciara Childress  
Public Safety Dispatcher of the Year



Al Gabriel  
Reserve Officer of the Year

## 2008 Annual Report

### Civic Awards

The department is proud of its 2008 Officers of the Year as recognized by the Optimist Respect for Law committee and the Knights of Columbus organization.



Hugh M. Hatley  
Optimist Award  
Officer of the Year



Joshua Schultz  
Knights of Columbus  
Officer of the Year

### Administrative Support

The administrative support staff perform many vital roles for the department. Their duties include secretarial functions, data entry, transcription, data analysis and record maintenance. Often these employees are the first point of contact either by phone or in person with the public and all are dedicated to the values, goals and mission of the department. Each proudly serves the citizens of Germantown.



Pam Gray



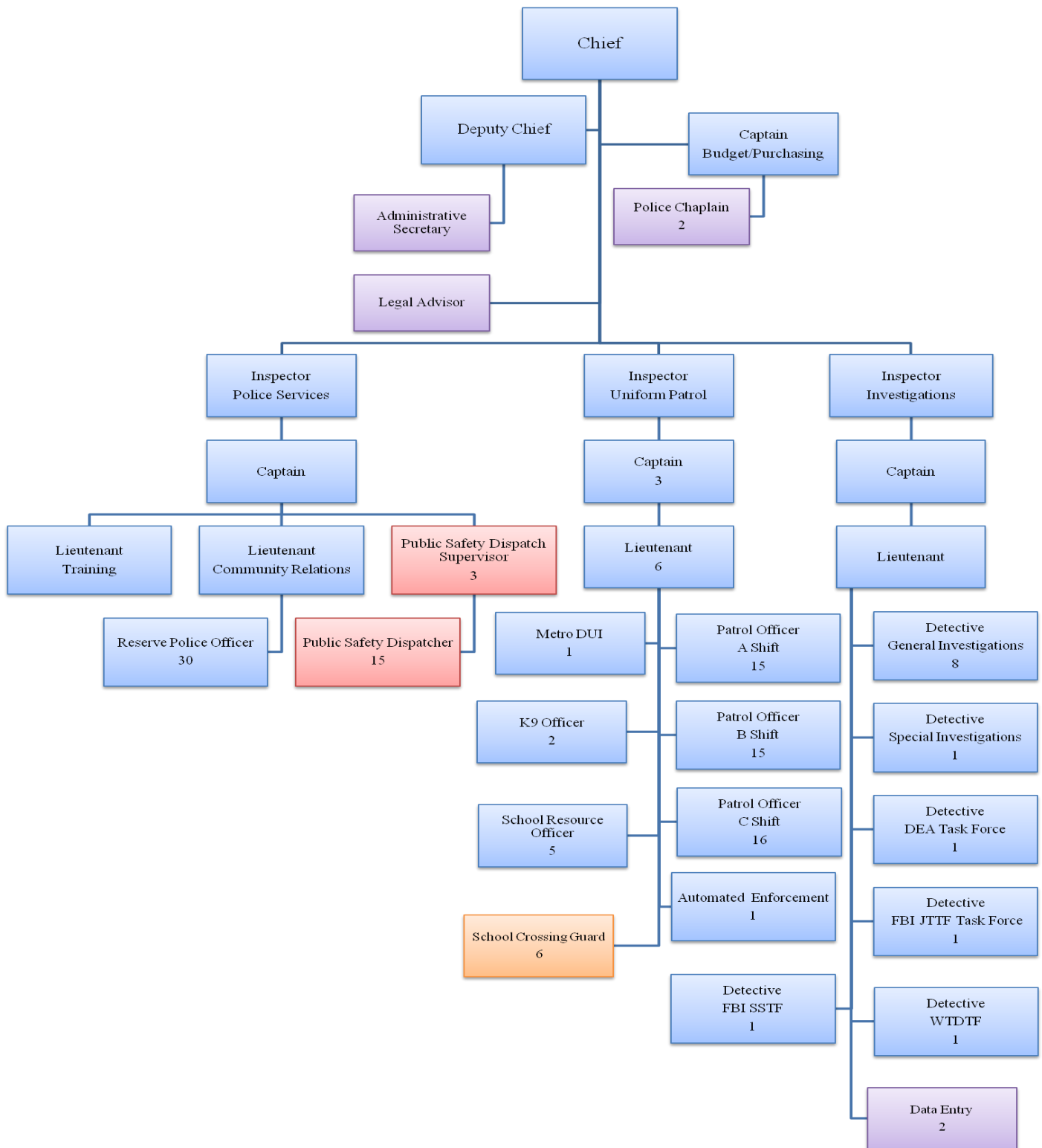
Lynn Brown



Carole Anderson

# 2008 Annual Report

## Organizational Chart



## 2008 Annual Report

### Police Services Division

Commanding Officer: Inspector Danny Payne



Captain Robert J. Bradley



Lieutenant Carole A. Lewis



Lieutenant Bruce D. Cannon

The Police Services Division is responsible for administering and coordinating several key work units, department programs, and functions. These areas include community relations, training, the Communications Center, jail, Reserve Officer program, Citizen Police Academy program, CERT, employee hiring and recruitment, Neighborhood Watch, and special events. The Reserve Officer program is comprised of volunteers that assist in providing traffic control and security for numerous special events, such as the Germantown Charity Horse Show, the Mayor's Cup 5K, the Memphis Mid-South Race for the Cure and the Germantown Festival.

### Communications Center and Jail

Personnel of the Communications Center dispatch all police, fire and EMS calls for the city and monitor radio transmissions on the police and fire radios. The Center serves as the 9-1-1 public safety answering point for Germantown. The Center also serves as the distribution and collection point for citizen's vacation requests, complaints and work orders. The public safety dispatchers also perform jail duties which include processing prisoners, maintaining jail records and ensuring prisoner security and safety. The city jail is a 10-bed, adult only, 72-hour holding facility. Prisoners that require more lengthy detention are transferred to the Shelby County jail in downtown Memphis.

### Emergency 9-1-1 and Jail Processing

9-1-1 emergency calls from residences and businesses within the city limits are automatically routed to the Communications Center. This includes cellular phones. 9-1-1 phone lines are given answering priority by dispatch personnel. In 2008, 98.5% were answered in less than 12 seconds.

Dispatchers also process all adult prisoners who are arrested or issued misdemeanor citations by police officers.

|               | 2004   | 2005  | 2006   | 2007   | 2008   |
|---------------|--------|-------|--------|--------|--------|
| 911 Calls     | 10,221 | 9,518 | 12,255 | 11,006 | 11,001 |
| Jail Bookings | 2,431  | 2,155 | 2,152  | 2,488  | 1,890  |

|       | 2004  | 2005  | 2006  | 2007  | 2008  |
|-------|-------|-------|-------|-------|-------|
| Fire  | 1,080 | 1,154 | 1,222 | 1,066 | 2,818 |
| EMS   | 1,342 | 1,445 | 1,468 | 1,690 | 1,744 |
| Total | 2,422 | 2,599 | 2,690 | 2,756 | 4,562 |

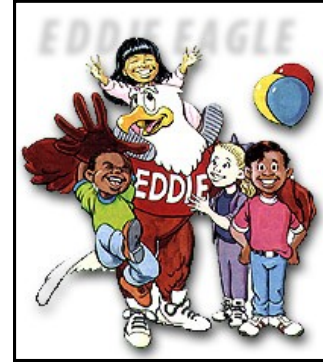
## 2008 Annual Report

### Community Relations

The Community Relations work unit coordinates all public presentations and programs. During 2008, officers assigned to this unit planned and organized the department's efforts at 27 special events including the Charity Horse Show, July 4th celebration, National Night Out, the Germantown Festival, Business and Senior Expos, the Germantown Half Marathon, Race for the Cure, holiday parade and other events.



McGruff The Crime Dog



Eddie Eagle® Gun Safe Program

### Training and Education

The department strongly emphasizes employee training and continuing education. Through quality training programs, employees become more competent and confident in their duties and liability exposure is minimized. The Tennessee Peace Officer Standards and Training commission (P.O.S.T.) requires police officers to receive a minimum of 40 hours of training annually. During 2008, commissioned officers attended over 12,000 hours of training with an average of 140 hours per officer. These training hours include in-house training conducted by department personnel and specialized training programs presented by other agencies or private companies.



The training room seats 48 students and is equipped with a drop down video projection screen, a multi-media projector and two wall-mounted televisions.



The department provides a fitness training center and encourages physical fitness among its members.



The indoor firing range has six lanes and has firing positions from 7 to 25 yards. Officers are required to demonstrate proficiency with their issued weapons semi-annually.

## 2008 Annual Report

### Uniform Patrol Division

**Commanding Officer: Inspector Frank Hester**

The Uniform Patrol Division is responsible for the continuous patrols of the city and is the largest division within the Police Department. Officers within this division respond to calls for service and conduct preventative patrols in order to protect life and property and to detect unlawful activity. Officers patrol the six districts within the city. District officers are encouraged to participate in functions within their assigned areas such as Neighborhood Watch programs. Officers within this division also assist other work units with special events, departmental tours and group presentations. The School Resource Officer program is a component of the patrol division.

Officers assigned to the Uniform Patrol Division must have the ability to secure crime scenes, administer first aid, arbitrate disputes, conduct preliminary and follow-up investigations, gather evidence, obtain witness statements, apprehend suspects, make arrests and transport prisoners. Officers are also expected to give advice and general information in response to inquiries from the public. Officers may also be called upon to testify as a witness in court in connection with written citations, arrests and investigations.

Officers of the Uniform Patrol Division receive an average of more than 100 hours annually in specialized training in a variety of areas including firearms, defensive tactics and weapons, crisis intervention (CIT), crime scene processing, legal updates, officer safety and survival skills and interpersonal communication skills.

### Patrol Command

The patrol division is led by a complement of highly trained and experienced supervisory personnel. These officers provide guidance and direction to patrol personnel and ensure that patrol services are delivered in the most efficient and professional manner.



Captain J. W. Whitfield  
Patrol Commander  
Evening Shift



Captain A. L. Keller  
Patrol Commander  
Day Shift



Captain Marc Molina  
Patrol Commander  
Midnight Shift

## 2008 Annual Report

### Patrol Shift Supervisors



W. E. Stemmler  
Lieutenant  
Midnight Shift



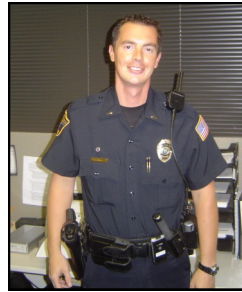
M. D. Wood  
Lieutenant  
Evening Shift



R. E. Jones  
Lieutenant  
Day Shift



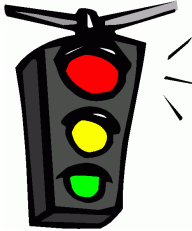
J. A. Antonuk  
Lieutenant  
Day Shift



B. H. Schiel  
Lieutenant  
Evening Shift



E. J. McGee  
Lieutenant  
Midnight Shift



### Automated Enforcement / Red Light Camera Program

The city continues to use automated enforcement technology in an effort to reduce red light running and intersection collisions. This system has been in place at two high volume intersections since 2002.

The city has expanded the automated enforcement program by adding a third intersection at Poplar and Germantown.

The program is administered by a full time police officer who views events to determine if violations occur and whether or not a citation is warranted. This officer also serves as the department desk officer and handles walk in requests for information and complaint filings, as well as general Municipal Center security.



Senior Officer G. L. Wheeler  
Automated Enforcement /  
Desk Officer

### K-9 Unit

The department began its K-9 Unit 1990. The K-9 Unit provides trained canine teams to assist in the prevention and detection of crime, narcotics detection and other duties as needed by police department. The department has two officers assigned to the K-9 Unit. These officers have attended basic narcotics detection courses, as well as K-9 handler's courses. The canines used in this unit are certified drug detection dogs, receiving their initial training at the Little Rock K-9 Training Academy in Little Rock, AR. They have attended multiple training courses both in and out of state. The K-9 handlers and their partners are members of and certified by the National Narcotics Detector Dog Association (NNDDA). They assist other patrol officers with narcotics detection on traffic stops, supporting undercover officers with searching for drugs on warrants and participate in approximately 30 presentations a year to schools, neighborhood groups and civic organizations.



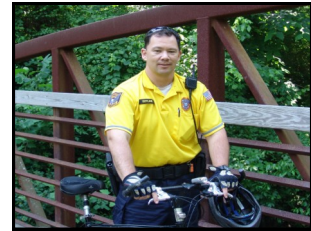
Sr. Officer S. Panaia and Jet (L)

Sr. Officer C. Torrence and Yatzee (R)

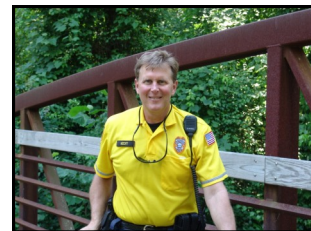
### Bicycle Patrols

The department created a part-time bike officer program in 1996. Officers utilize specially equipped bicycles to patrol the city's greenway, parks, business district and apartment / condominium complexes. Bike officers also work a number of special events during the year, depending on weather.

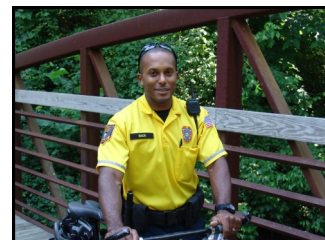
These officers also present bicycle safety programs at churches, schools or to other groups when requested.



Sr. Officer R. Bertling



Sr. Officer L. Scott



Sr. Officer O. Mack

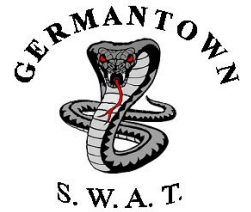


## 2008 Annual Report

### SWAT Team

The Special Weapons and Tactics Team is a group of officers specially trained and equipped to handle situations which fall outside of the capabilities of the regular police officer. These situations include, but are not limited to, barricaded suspects, hostage takers, dignitary protection, high risk warrant service, and other high risk situations.

The team trains extensively as a unit and with other such teams in the surrounding area to meet the changing needs of law enforcement in the post 9/11 era. The team participates annually in joint operations and training exercises with local, state, and federal agencies to maintain a high level of readiness should an event occur that is regional in scope.



In 2008, the team executed drug search warrants and assisted other agencies with special operations. In recent years, the team has competed in local, regional, and world SWAT competitions. The team participated in over 200 hours of training. The team currently has 10 members.



### School Crossing Guards

The department deploys part-time crossing guards to the public school crossing zones throughout the city. These employees are responsible for pedestrian safety and traffic control at their designated crossings. In addition to their school crossing duties, they also participate in traffic safety programs at the schools and during the annual Safety City program during the summer.



## 2008 Annual Report

### School Resource Officer Program (SRO)

The Germantown Police Department is proud of its partnership with the local schools. Since 1994, the department has assigned officers to the Shelby County middle and high schools within the city limits. During the school year, these officers report to their respective schools and provide an on-campus public safety resource to the staff and students. The officers perform regular law enforcement duties such as patrols, report taking and school related investigations. The officers also take their training and experience to the classroom by presenting drug, alcohol and tobacco awareness programs, as well as other safety related material. This program provides positive role models for the students while maintaining an atmosphere that is safe and secure for students and school staff.



Senior Officer O. T. Mack  
Houston Middle



Senior Officer T. A. Black  
Houston High



Senior Officer L. M. Scott  
Germantown Middle



Senior Officer L. W. Allen  
Germantown High



Senior Officer R. E. Bertling  
Riverdale Elementary / Middle



### Investigations Division

**Commanding Officer: Inspector Lee Covey**

The Criminal Investigations Division is primarily responsible for conducting follow-up investigations of all criminal incidents reported to the Germantown Police Department. Detectives identify and apprehend offenders; recover, identify, and preserve property and evidence; prepare assigned cases for prosecution in court, and present cases to the State and Federal Grand Jury. The detectives maintain intelligence files on crimes occurring in the city. The Investigations Division works in conjunction with other local, state and federal agencies on various cases. The Division also has detectives assigned to the Memphis D.E.A. Task Force, the FBI Joint Terrorism Task Force, the West Tennessee Drug Task Force and the FBI Safe Streets Task Force.



From left, Lieutenant M. W. Gray and Captain M. W. Griffus



Clockwise from left: Det. R. Carter, Det. B. Wallace, Det. D. LaRiviere, Det. A. Kemp, Det. W. Craddock



From left, Det. A. Hollin and Det. K. Clark

### Computer Investigations

The Germantown Police Department is a regional leader among computer forensic investigations. Through affiliations with authorities in the field of computer forensics such as the Secret Service and ICAC (Internet Crimes Against Children), the department has greatly enhanced its computer investigative abilities.

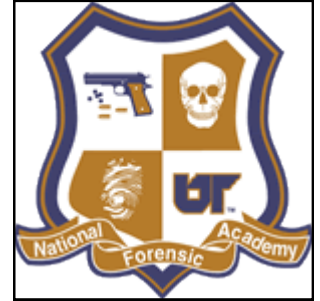
Detectives routinely conduct computer investigations. These vary from white collar embezzlement to child pornography cases. Detectives have completed the Cyber Crime Investigation Academy, an extensive four-week training program hosted at the University of Tennessee in Knoxville. In collaboration with ICAC, the department participated in a nationwide task force relating to the victimization of children utilizing the internet. Through these efforts, investigators are able to determine who and where perpetrators are and bring them to prosecution regardless of the jurisdiction.

The Germantown Police Department also participates in the U. S. Secret Service Task Force. This partnership allows the sharing of intelligence regarding financial crimes.

## 2008 Annual Report

### National Forensic Academy

The National Forensic Academy (NFA) is an intensive 10-week training program, funded by the Bureau of Justice Assistance and designed to meet the needs of law enforcement agencies in evidence identification, collection, and preservation. The NFA is offered in-residence, utilizing curriculum developed by leading forensic practitioners from across the United States. Participants are challenged in the various disciplines through classroom instruction, lab activities, and field practicum in the specialized courses. Academy participants complete written and in-class competency exams to demonstrate mastery of the subject areas. The goal of the Academy is to prepare the crime scene investigator to recognize key elements and to improve the process of evidence recovery and submission.



The department has three current and two former detectives that have completed this elite training program.

NFA graduates are:

Lieutenant M. W. Gray, Lieutenant M. D. Wood, Detective A. D. Kemp, Detective B. E. Wallace and Detective J. S. Gammill

# CRIME SCENE DO NOT CROSS



## 2008 Annual Report

### Service History and Trends

The chart compares the 2008 year-end crime statistics with 2007 totals.

| Crimes                      | 2007 | 2008 | % Change |
|-----------------------------|------|------|----------|
| Murder                      | 0    | 0    | 0%       |
| Forcible Rape               | 0    | 3    | 300%     |
| Kidnapping                  | 1    | 1    | 0%       |
| Aggravated Assault          | 15   | 13   | -13%     |
| (Domestic Violence related) | 3    | 4    | 33%      |
| Simple Assault              | 131  | 89   | -32%     |
| (Domestic Violence related) | 74   | 44   | -41%     |
| Intimidation                | 89   | 46   | -48%     |
| Robbery                     | 10   | 5    | -50%     |
| Arson                       | 4    | 6    | 50%      |
| Burglary - Commercial       | 34   | 28   | -18%     |
| Burglary - Residential      | 99   | 82   | -17%     |
| Burglary - Other            | 1    | 6    | 500%     |
| Theft From a Building       | 180  | 184  | 2%       |
| Shoplifting                 | 42   | 36   | -14%     |
| Motor Vehicle Theft         | 27   | 13   | -52%     |
| Theft from a Vehicle        | 182  | 203  | 12%      |
| All Other Larceny           | 64   | 58   | -9%      |
| Fraud                       | 163  | 162  | -1%      |
| Vandalism                   | 155  | 105  | -32%     |
| Runaway                     | 11   | 13   | 18%      |

## 2008 Annual Report

### Enforcement Activities

The department is dedicated to the proactive enforcement of criminal statutes and traffic ordinances. The chart summarizes the enforcement efforts of the department during 2008.

| Enforcement Activity         | 2007  | 2008  | % Change |
|------------------------------|-------|-------|----------|
| Adult Arrests                | 2402  | 2725  | 13%      |
| Juvenile Arrests             | 225   | 137   | -39%     |
| Total Arrests (Adult + Juv.) | 2627  | 2865  | 9%       |
| Drug Related Arrests         | 104   | 87    | -16%     |
| DUI Arrests (includes DWI)   | 106   | 107   | 1%       |
| DUI Crashes/Arrests          | 16    | 18    | 13%      |
| Traffic Citations            | 16117 | 17550 | 9%       |
| Written Traffic Warnings     | 2608  | 3617  | 39%      |
| Automated Enforcement        | 11535 | 8012  | -31%     |



| Crashes                  | 2007 | 2008 | % Change |
|--------------------------|------|------|----------|
| Traffic Crashes          | 962  | 857  | -11%     |
| Private Property Crashes | 164  | 186  | 13%      |
| Traffic Fatalities       | 0    | 0    | 0%       |



### Citizens Police Academy

Since its inception in 2003, the Citizens Police Academy has provided an opportunity for citizens to learn first hand about police operations. Through classroom lectures, simulated activities, ride along opportunity with patrol officers, guest speakers, demonstrations and hands-on experiences, citizens are provided training similar to that of a police officer. The academy is beneficial to both the community and the department because of the relationships that are developed. The program educates citizens about the realities of law enforcement in their community and fosters better cooperation and communication between the police and the public. To date, 99 citizens have completed the CPA program.



**vol·un·teer**—a person who voluntarily undertakes or expresses a willingness to undertake a service

### Reserve Police Officer Program

Reserve officers are required to complete over 100 hours of initial training as well as annual in-service training. Since its inception, the program has provided the department with dedicated volunteers who assist with normal patrol duties and special events. In 2008, reserve officers worked 3,923 volunteer hours. Based on a full time officer's overtime pay, the savings realized by the use of these volunteers was \$137,315.

The Reserve Officer program was established in 1957.

### CERT Program

The Community Emergency Response Team training program is a positive and realistic approach to prepare citizens for emergency and disaster situations. Through training, citizens learn basic disaster response skills such as fire safety, light search and rescue, team organization and disaster medical operations. CERT members can assist others in their neighborhood or workplace when professional responders are not immediately available to help during a disaster or emergency. The police department is proud to collaborate with the Germantown Fire Department in the implementation of this program. 250 community members have completed the CERT course.



### Police Fleet

The department maintains a fleet of vehicles that includes marked patrol vehicles, unmarked vehicles, special purpose vehicles and ATV's. Each patrol car is equipped with state of the art equipment including a laptop computer, a digital video system and moving radar. Several patrol cars are equipped with "lo-jack" tracking devices that allow for the locating of stolen vehicles, when the car owner has had the transmitting equipment installed by the manufacturer.

#### 2008 Fleet Statistics

|                               |                |
|-------------------------------|----------------|
| Total vehicles                | 66 (36 marked) |
| Miles driven                  | 849,381        |
| Average cost per mile         | \$0.39         |
| Average age of fleet          | 6.6 years      |
| Total fleet maintenance costs | \$318,914      |



### Police Chaplain Program

The vocation of a police officer is to protect, to serve, and to help people in an emergency. Sometimes, officers encounter people in trouble, unable to cope with their own problems, unable to follow laws of society and unable to live in peace and harmony. Police officers face many situations that can be demoralizing and emotionally, mentally and spiritually draining. Tours of duty have the constant potential for danger. Officers must make split-second decisions that are both correct and effective in a variety of situations. In the peacekeeping aspects of the police profession, officers come into contact with many of the same people that clergy contact. By combining forces, where appropriate, the police officer and the clergy are better equipped to meet the diverse needs of people in our complex society.

The Police Chaplain Program supports the mission of the Police Department and the individual officers in carrying out mandated responsibilities when requested to do so.



#### Department Chaplains

Dr. R. Craig Strickland  
Greg Diaz



### Military Service

The department is proud of its members that also serve the United States through the Armed Forces. Members of the department who also serve in the military:

Senior Police Officer E. S. Burrage, United States Army Reserve  
Senior Police Officer J. E. Daus, United States Air Force Reserve  
Senior Police Officer L. K. Young, United States Air Force Reserve

### Brief History of the Germantown Police Department

- 1955** Germantown Police Department was officially formed by the hiring of Traffic Officer John Piano.
- 1957** The first full-time police officer, E. Nuismer, was hired. Officer Nuismer and his wife occupied the residence at the fire station and answered the fire phone from 5 p.m. until 8 a.m. The first police car was purchased. The Auxiliary Police force was appointed.
- 1959** Alderman George Friedel was appointed as Fire and Police Commissioner.
- 1961** Notice was published in the Mid-Week bulletin that warrants will be sworn on those allowing dogs to run at large and the number of dogs is limited to two per family.
- 1963** Police Officer W. E. Bigbee resigned. Walter J. Kennedy was hired as a full time officer.
- 1964** A motion was approved to proceed with a program for a 24-hour Police Department.
- 1965** A motion was approved to schedule a police patrol for the purpose of ascertaining that dogs are not allowed to run loose. Police Chief James Allen resigned effective September 26.
- 1966** A motion was approved to increase the Police budget by \$200 to enforce the ordinance against dogs running at large.
- 1969** A motion was passed to disallow the request to appoint Travis C. Smith as an Auxiliary Policeman because he was not a resident of Germantown.
- 1971** The police report for March 1971 included: 118 tickets, 58 warning tickets, 10 traffic accidents, 32 complaints, 13 arrests, 1 attempted suicide and 2 missing persons.
- 1973** The Municipal Technical Advisory Service's (MTAS) comprehensive study of the Germantown Police Department states that Germantown "rates excellent and should be so complemented". Joe Gagliano was appointed Police Chief effective September 15.
- 1978** Police Department purchased five LTD II Police Cars at a cost of \$5,954.19 each.
- 1979** A resolution was approved and sent to Mrs. Joe Gagliano and the Gagliano family on the death of Joe Gagliano, Police Chief for six and a half years. The Joe Gagliano Memorial Distance Classic was run on Sunday, April 8, 1979, beginning at the intersection of Germantown Road and Farmington Boulevard. Robert A. Cochran, formerly of the Memphis Police Department, was chosen as Chief.
- 1983** Mayor Arthur issued a proclamation making the week of August 7 "Reserve Police Officer Week."
- 1984** Seven 1984 four-door Dodge Diplomats were purchased for the Police Department for \$59,253.
- 1986** Four 1986 4-door Dodge Diplomats were purchased for \$36,232. The Board approved raising the number of persons in the Reserve Program from 21 to 30.

## 2008 Annual Report

- 1989** Germantown Police Department was responsible for making Germantown one of the “One Hundred Safest Cities in the Country,” according to a Commercial Appeal article. Police Chief Cochran resigned and Assistant Chief Boatwright, who began his career with the City as a Reserve Officer in 1974, was chosen as his successor. Police and fire dispatching communications were separated.
- 1990** Sgt. Jay Johnson with his dog Beaux and Patrolman Mike Griffus with his dog Tucker completed 400 hours of training in drug detection, tracking and general patrol work. Recommended changes and improvements for the Department included a new radio system to replace one that had been in place since 1979, hiring of a data entry clerk to enter reports and citations into the computer system, and initiation to the Law Enforcement Television Network. The City was awarded a \$24,648 Drug Control/Criminal Justice grant to be used for communications, intelligence gathering equipment, items for officer protection, and overtime pay for officers on drug cases.
- 1991** The following changes for the 1992 fiscal year were recommended: four additional officers bringing the force to 47 officers and standardization of firearms. The Chief recommended Smith and Wesson, which included a life-time warranty with parts replaced free of charge. The cost for 50 9mm pistols was \$20,939.50. Eight K-Band moving traffic radar units were purchased from MPH Industries for \$11,510.
- 1992** When a savings of over half a million dollars was projected, a decision was made to lease the police fleet instead of rehabilitating the vehicles. The lease was for 30 cars with full maintenance from the Ford Motor Credit Company. The lease was for three years at a cost of \$45,142 per quarter. Chief Boatwright reported that the City of Germantown had the lowest crime rate within the state for any city over 10,000 in population.
- 1993** The Chief gave a brief overview of the action plan developed by the Task Force on Vandalism. The Department purchased a 1978 30 foot Allegro motor home for \$10,500, to be used as a remote operations command center.
- 1994** The Department purchased a mobile radar-monitoring trailer for \$14,230, using funds from the Federal Drug Enforcement account. Two additional officers were hired. The prison population coming through the jail had grown from 516 in 1980 to over 3,000 in 1993. The Department traded 54 Smith & Wesson Model 5946 pistols for 54 Smith & Wesson Sigma Pistols.
- 1995** Two German Shepherd police dogs were purchased for \$3,600 each and 20 hand-held radar units were purchased from Progressive Electronics for \$10,399. The Mayor entered into an agreement with the University of Memphis for the implementation of the Alive-at-25 Course for Houston and Germantown High Schools in the amount of \$14,400.
- 1997** The Department purchased seven digital cameras to replace the 35mm cameras at a cost of \$6,279. After Shelby County repealed its county-wide curfew, Germantown was left without a curfew. The Board approved an 11 p.m. to 6 a.m. curfew for minors under the age of 18. Police Chief Eddie Boatwright retired. Deputy Chief James A. Fortune was appointed to Chief of Police. Ten new recruits were welcomed to the force.
- 1998** The Department had 75 officers or 2.02 officers per 1,000 citizens. It was recommended that five more officers be hired to offset city growth by 2001. A 15-passenger van was bought. “The Roc,” the 1978 motor home command post, was sold. A trailer was purchased for \$28,771 and used as the new mobile command post. Police policy and procedure manuals were ordered. The Police Department had previously not had a manual.

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- 1999** A mock hostage situation was held at Houston High School. Police Chief Jim Fortune left the Department due to health reasons. Richard Hall was appointed acting Chief of Police.
- 2000** Maria Alexander was appointed and confirmed as Chief of Police. The Department implemented a Police Explorer Post and a voluntary physical fitness program. SWAT team finishes 3<sup>rd</sup> in regional competition.
- 2001** Six new police officers were hired. Approval was granted for the implementation of an automated traffic enforcement system, which uses cameras mounted at various intersections throughout the city to help enforce red light violations. SWAT team finishes 3<sup>rd</sup> in regional competition.
- 2002** Richard Hall was appointed Chief of Police following the resignation of Maria Alexander. The Automated Red Light Enforcement System was implemented and video cameras were installed at two intersections in the city. A new Automated Fingerprint Identification System was installed in the Germantown Jail to increase the speed and quality of recording and submitting fingerprints of persons processed into the jail.
- 2003** The first Citizens Police Academy class graduated. A public e-mail alert system, the Police Alert Network, was developed and implemented. The department received certification in T.I.B.R.S. reporting of crime statistics. SWAT team finishes 2<sup>nd</sup> in regional competition, with team members J. W. Whitfield and A. L. Keller winning the overall sniper / observer trophy.
- 2004** Fifteen new Reserve Officers graduated and the second Citizens Police Academy class graduated. The property and evidence room converted to using a bar code scanner system which greatly improved efficiency and accountability. New in-car camera systems featured the use of DVD media. Automated enforcement system was upgraded. Department participated in a county-wide joint terrorism drill.
- 2005** Equipment received through homeland security grant funding (radios, gas masks, thermal imaging camera). Technology improvements included a new digital voice logging recorder and CAD mapping projectors for the communications center, upgrades to the emergency operations center and computerized crime mapping. Investigations obtained a crime scope imaging device and a forensic light source kit which allowed for advanced examination of crime scenes for DNA related evidence. In October, a dangerous night time burglar deemed the "Hacks Cross Creeper" is arrested. 35 cases are attributed to him and submitted to the Attorney General's office for review.
- 2006** Four additional police officers budgeted for new patrol district. Homeland Security grants allow for acquisition of equipment including a Lenco BearCat armored vehicle and enhance the department's regional response capabilities. Controlled access system installed around department and city hall. SWAT team finishes 3<sup>rd</sup> in regional competition.
- 2007** Reserve police officer and Citizen Police Academy classes graduate. New patrol district staffed and implemented. Department fully staffed with 86 police officer positions filled. On August 16, rookie Officer G. D. Herndon shoots armed suspect who fired on officers and threatened to kill his wife. Herndon awarded Medal of Valor. Through grant funding, the department acquires three ATV's and enclosed trailer. SWAT team receives invitation to and competes in World SWAT Challenge in Little Rock. Willie A. Price, the so called "Hacks Cross Creeper" is convicted and sentenced to prison. New audio / video equipment installed in interview room. Department begins new technology project that will allow for in car electronic field reporting, computer generated citations and AVL.

## 2008 Annual Report

**2008** In January, a “trusted maid” is arrested for masterminding a home invasion on Park Creek. Four others are eventually charged as well. In February, two college students arrested for stealing two decorative Nutcrackers that were on display for the holidays. A woman is arrested after sending email threats to city officials after she received a red light citation. Automated enforcement intersections receive equipment upgrades. In June, a quick response to a home invasion in Bedford Plantation leads to a lengthy car chase into Memphis and the capturing of suspects. Eventually eight suspects are charged. Greenway patrols become focus during summer months. National Night Out event moved locally to October. Betty Brooks, Administrative Secretary, retired after 30 years of service. Detectives assigned to the FBI Safe Streets Task Force and West Tennessee Drug Task Force. Crime statistics drop in several categories and remain low overall.

### **Credits / Acknowledgements**

#### **Data Sources**

Germantown Police Department 2008 Monthly Reports

Uniform Crime Reports / TIBRS Database

City of Germantown Budget Summary

#### **Strategic Planning (Goals, Values, Services)**

Dr. Lyle Sumek, Lyle Sumek Associates, Inc.

Germantown Police Department Employees

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Rodney A. Bright, Deputy Chief

#### **Photographs**

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Jack A. Antonuk, Lieutenant

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